

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 08-CA-249010

Date Filed
9/27/19

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Case Western Reserve University -- Division of Public Safety		b. Tel. No. (216)368-0996
		c. Cell No.
		f. Fax. No.
d. Address (Street, city, state, and ZIP code) 1689 East 115th street Cleveland, Ohio 44106	e. Employer Representative	g. e-mail
		h. Number of workers employed 70
i. Type of Establishment (factory, mine, wholesaler, etc.) Police Department	j. Identify principal product or service public safety	

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (2) (3) & (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

In March 2019 I filed a prior charge with the NLRB against the employer for interference with the formation of a union and retaliation against for my support of the union. This charge was voluntarily withdrawn in April 2019. Since this filing, I have been retaliated against by my employer. On (b) (6), (b) (7)(C) 2019, I was contacted by the employer's office of equity about an anonymous complaint that alleged I racially profiled an individual, which was not true. While I was not informed who made the complaint, it must have come from an individual in the police department, possibly a civilian employee, based on statements and facts included in the complaint. Then on (b) (6), (b) (7)(C) 2019 I was contacted by the human resource department about an anonymous complaint that I was inappropriate in a communication with the department's dispatch, which was not true. These are retaliatory efforts to interfere with my employment.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

(b) (6), (b) (7)(C)

4c. Cell No.

(b) (6), (b) (7)(C)

4d. Fax No.

4e. e-mail

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements
are true to the best of my knowledge and belief.

/s/ David Glenn Phillips

Attorney

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Address 4403 St. Clair, Cleveland, Ohio 44103

Date 9/27/2019

Tel. No.

(216) 531-0123

Office, if any, Cell No.

Fax No.

(216) 888-3928

e-mail

d.g.phillips@sbcglobal.net

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.